



ALEATICA

R&D&i POLICY

ALEATICA's Research, Development and Innovation Policy was approved by the Board of Directors of ALEATICA S.A.U. on 12 February 2019.

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1. SCOPE

Applicable to all companies, subsidiaries and affiliated companies that make up ALEATICA group and over which the company has control. In those investee companies in which ALEATICA has designated a member of its Governing Body, said members will propose the adoption of measures similar to those expressed herein.

2. PRINCIPLES OF THE RESEARCH, DEVELOPMENT AND INNOVATION POLICY

ALEATICA considers Research, Development and Innovation activities as one of the basic pillars of its activity and is aware of the importance of promoting and developing the R&D&i actions necessary to obtain new technologies, products, processes and services with the purpose of:

- Contributing to sustainable development from the social and environmental point of view.
- Maximize safety
- Offer an excellent service to clients and communities.
- Involve and commit the human team.

The management of ALEATICA is fully involved at the highest level in the design and development of the R&D&i policy as well as in monitoring its application and is committed to providing the necessary resources to achieve the established objectives.

The guidelines for ALEATICA's action in R&DI are as follows:

- Establish and develop an R&D&i Management Systems.
- Involve and engage all of its professionals in order to seek their participation in the R&D&i management system, fostering a culture of innovation.
- Establish mechanisms to detect, identify, develop and disseminate innovations in both products and processes or services that are generated in geographically dispersed areas in which ALEATICA develops its activity.
- Ensure that R&D&i projects and activities developed by ALEATICA meet the needs and expectations of our customers and other partners and stakeholders, thus fulfilling stakeholder, legal, regulatory and internal requirements.
- Implement continuous improvement of the R&D&i process defined and thus improving the efficiency of the R&D&i Management System.

Periodically, ALEATICA reviews its R&D&i strategy with a medium and long-term focus.

This R&D&i Policy is accessible and available to all ALEATICA employees and stakeholders.